



WorldatWork

GR7 Exam

International Remuneration - An Overview of Global Rewards

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DEMO Version

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Question 1. (Single Select)

When developing an international remuneration strategy, which of the following is essential to ensure alignment with a company's global business goals and workforce needs?

- A: Establishing regional salary bands without adjustments
- B: Incorporating equity-based rewards regardless of local norms
- C: Using a standardized compensation structure globally
- D: Aligning rewards with business strategies and cultural values

Correct Answer: D

Question 2. (Single Select)

When determining the structure of a global remuneration package, which factor is MOST likely to influence the design for employees in developed versus developing countries?

- A: Local inflation rates
- B: Global company revenue
- C: Employee hierarchy level
- D: Economic stability of the home country

Correct Answer: A

Question 3. (Single Select)

Which of the following describes a "balance sheet" approach in expatriate compensation?

- A: It provides a fixed amount regardless of cost of living differences

- B: It ensures that employees can maintain a similar standard of living abroad
- C: It aligns expatriate pay with that of local nationals in the host country
- D: It offers incentives for long-term international assignments

Correct Answer: B

Question 4. (Single Select)

A company is looking to create a flexible global remuneration policy that accommodates local preferences and tax regulations. Which approach would best achieve this goal?

- A: Regionalization
- B: Global Standardization
- C: Localization
- D: Simplified Payroll

Correct Answer: A

Question 5. (Single Select)

What is one advantage of using a "host-based" pay approach for employees on international assignments?

- A: Reduced administrative burden on HR
- B: Improved alignment with home country pay
- C: Easier integration of employees into the host country
- D: Simplified tax reporting for expatriates

Correct Answer: C



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